

Message Text

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ACTION IO-10

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FM USMISSION GENEVA

TO USMISSION USUN NEW YORK PRIORITY

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UNCLAS SECTION 1 OF 2 GENEVA 7192

USUN FOR STOTTLEMEYER

EO 11652: N/A

TAGS: AORG, UN

SUBJ: UN PENSION FUND AND PAY INCREASE

REFS: A. GENEVA 7170; B. GENEVA 7169; C. GENEVA 7163; D. STATE 249415

1. UN AND SA STAFF IN GENEVA HAVE BEEN DELUGED BY DECLARATIONS AND ANNOUNCEMENTS IN PAST 48 HOURS FROM TWO COMPETING STAFF ASSOCIATIONS IN ENGLISH AND FRENCH CONCERNING THE STRIKE OR WORK STOPPAGE SCHEDULED TO TAKE PLACE FRIDAY, NOV. 29 OSTENSIBLY TO SUPPORT RECOMMENDATIONS OF JOINT PENSION BOARD BUT ACTUALLY SUPPORT PAY RAISE AND ALLOWANCE INCREASE PROPOSALS.
2. THE UNION SYNDICATE DU PERSONNEL DES NATIONS UNIES A GENEVE AND FISCA STAFF ASSOCIATION HERE HAVE VARYING VIEWPOINTS ON HOW SUCH SUPPORT SHOULD BE PRESENTED.
3. OF PARTICULAR INTEREST TO USUN WILL BE FLASH NO. 3 OF FISCA WHICH COMPRISES A FULL QUOTATION OF THE US AIDE MEMOIRE CONTAINED REF D. ON THE SALARY INCREASE AND A SERIES OF STATE-

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MENTS ATTEMPTING TO REBUT THE US POSITION. THIS REBUTTAL IS AS
AS FOLLOWS:

NOTES ON THE AIDE-MEMOIRE

OF THE UNITED STATES MISSION TO
INTERNATIONAL ORGANIZATION DATED 13 NOVEMBER 1974 AND
DISTRIBUTED TO PERMANENT MISSIONS IN GENEVA

1. THIS ADIE-MEMOIRE IS A SUCCESSION OF ASSERTIONS, NONE OF THEM SUPPORTED BY FACTS AND MANY OF THEM MISLEADING OR EVEN UNTRUE.
2. IT IS NOT "AN ESTABLISHED PRINCIPLE" THAT US SALARIES SHOULD NOT EXCEED BY MORE THAN 15 PER CENT THE HIGHEST PAYING NATIONAL CIVIL SERVICE. THIS IDEA WAS PUT FORWARD BY SOME MEMBERS OF THE SO-CALLED SPECIAL COMMITTEE TO REVIEW UN SALARIES. THE REPORT OF THE SPECIAL COMMITTEE HAS NOT BEEN ENDORSED BY THE GENERAL ASSEMBLY OR ANY OTHER BODY.
3. THE GRADE, LEVELS AND LOCATION (NEW YORK) USED FOR COMPARISON ARE NOT ACCEPTED BY THE STAFF, OR BY THE ADMINISTRATIONS, OF THE UN SYSTEM.
4. WHY SHOULD IT BE ASSUMED THAT US CIVIL SERVICE SALARIES ARE THE THE HIGHEST NATIONAL CIVIL SERVICE SALARIES? US CIVIL SERVICE SALARIES HAVE BEEN FROZEN FOR YEARS. OTHER NATIONAL CIVIL SERVICES (EG. IN EUROPE AND LATIN AMERICA) MAY WELL BE HIGHER. IN ANY CASE, THE EEC SALARY SCALES IN BRUSSELS ARE SIGNIFICANTLY HIGHER THAN THE UN SCALES.
5. IF THE MEMBER STATES REALLY WANT A STAFF OF THE HIGHEST QUALITY AND INTEGRITY IN THE INTERNATIONAL ORGANIZATIONS, THEY SHOULD BE PREPARED TO PAY FOR IT.
6. IF THE 1971 BASIC RATES "WERE SET AT AN UNJUSTIFIABLE HIGH LEVEL" THIS MEANS THAT THE OVERWHELMING MAJORITY OF MEMBER STATES WERE WRONG WHEN THEY APPROVED THEM IN THE GENERAL ASSEMBLY IN 1970.
7. THE POST ADJUSTMENT SYSTEM DOES NOT KEEP PACE WITH INFLATION. ON THE CONTRARY, THE STAFF LOSES EVERY TIME THE PSOT ADJUSTMENT INDEX CHANGES, AND THAT OCCURS ONLY FOUR MONTHS AFTER THE COST OF LIVING INDEX HAS CHANGED. THE PRESENT POST ADJUSTMENT SYSTEM IS NOT UNCLASSIFIED

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ADEQUATE TO DEAL WITH RUNAWAY INFLATION AND RAPID CURRENCY FLUCTUATIONS.

8. ON THE ONE HAND, THE AIDE-MEMOIRE ASSERTS THAT SALARIES WERE BASED ON THE HIGHEST PAYING NATIONAL CIVIL SERVICE; ON THE OTHER HAND, IT COMPARES UN SALARIES WITH THOSE IN HEADQUARTERS CITIES OTHER THAN NEW YORK. IS IT TOO MUCH TO EXPECT CONSISTENCY IN THE ARGUMENTS USED EVEN ON THIS KIND OF PAPER?
9. IF UN SALARIES ARE "TOO HIGH BY ANY REASONABLE STANDARD", WHY DOES THE US PAY ITS NATIONALS IN THE UN SYSTEM EXTRA REMUNERATION FOR THE DURATION OF THEIR UN SERVICE, IN VIOLATION OF THE CHARTER?

10. THE STAFF IS NOT RESPONSIBLE FOR THE UN'S SERIOUS FINANCIAL SITUATION. THIS RESULTS FROM THE ACTS AND DECISIONS OF MEMBER STATES, INCLUDING THEIR FAILURE TO GIVE PROPER SUPPORT TO THE UN AND THE SPECIALIZED AGENCIES. WHY SHOULD THE STAFF SUFFER FOR THE DEEDS AND MISDEEDS OF GOVERNMENTS?

EDWARD THOMPSON
PRESIDENT

25 NOVEMBER 1974 FICSA

4. THE STRIKE DECLARATION OF THE FISCA CONTAINED IN
"FLASH" NO. 2 IS AS FOLLOWS:

DECLARATION

ON FRIDAY, 29 NOVEMBER 1974, THE STAFFS OF THE ORGANIZATIONS OF THE UNITED NATIONS SYSTEM IN GENEVA WILL STOP WORK FOR THE MORNING.

WE ARE DOING SO IN PROTEST AGAINST THE FAILURE OF THE UN GENERAL ASSEMBLY TO PROTECT OUR PENSIONS AND OUR SALARIES AGAINST THE EFFECTS OF INFLATION AND THE DEVALUATION OF THE DOLLAR.

HUNDREDS OF OUR PENSIONERS LIVING IN OR NEAR GENEVA HAVE LOST 40 PERCENT OR MORE OF THE PURCHASING POWER OF THEIR PENSIONS. MANY OF THEM ARE SUFFERING SERIOUS HARDSHIP. THEY HAVE WAITED FOR THREE YEARS FOR A SOLUTION - SO FAR IN VAIN. AND WE, WHO ARE STILL SERVING OFFICIALS, VISUALIZE OUR OWN FUTURE IN THEIR PRECARIOUS SITUATION.

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PROPOSALS ARE NOW BEFORE THE GENERAL ASSEMBLY FOR ADJUSTMENT OF PENSIONS TO THE LOCAL COST OF LIVING. THESE PROPOSALS WERE UNANIMOUSLY AGREED ON BY THE JOINT STAFF PENSION BOARD - REPRESENTING OFFICIALS, ADMINISTRATIONS AND OUR LEGISLATIVE ORGANS. THEY

WERE ENDORSED BY THE DIRECTOR-GENERAL OF EACH OF OUR ORGANIZATIONS. YET THEY ARE MEETING RESISTANCE IN THE GENERAL ASSEMBLY. WE WANT THESE PROPOSALS ACCEPTED.

SALARIES OF INTERNATIONAL OFFICIALS HAVE NOT BEEN ADJUSTED SINCE 1971. CHILDREN'S ALLOWANCES HAVE NOT BEEN ADJUSTED SINCE 1957. THE GENERAL ASSEMBLY HAS BEFORE IT MODEST PROPOSALS - PUT FORWARD BY THE INTERNATIONAL CIVIL SERVICE ADVISORY BOARD, A GROUP OF IMMINENT SPECIALISTS - WHICH WOULD PROVIDE SOME SMALL MEASURE OF COMPENSATION FOR THE PURCHASING POWER WE HAVE LOST. YET THESE PROPOSALS ARE ALSO BEING OPPOSED BY CERTAIN COUNTRIES, INCLUDING THE UNITED STATES, IN SPITE OF THE FACT THAT THE HEAD OF THEIR CIVIL SERVICE COMMISSION WAS A MEMBER OF THE BOARD WHICH MADE THE RECOMMENDATION. THESE PROPOSALS ARE INSUFFICIENT IN OUR VIEW, BUT EVEN SO THEY MAY NOT BE ACCEPTED.

WE ARE TIRED OF DELAYS, TIRED OF INACTION AND INERTIA, TIRED OF BEING REBUFFED BY MISSTATEMENTS AND SPECIOUS ARGUMENTS. WE ARE TIRED OF HAVING OUR CONDITIONS DETERMINED ON THE BASIS OF THE SITUATION IN NEW YORK, WHERE ONLY A MINORITY OF INTERNATIONAL

CIVIL SERVANTS WORK. WE WANT FULL AND EFFECTIVE PARTICIPATION IN DETERMINATING OUR OWN CONDITIONS OF WORK - BOTH FOR THOSE OF US WHO ARE RECRUITED ON THE SPOT AND FOR THOSE OF US WHO ARE INTERNATIONAL. WE WANT REAL NEGOTIATION WITH OUR EMPLOYERS - FOR OURSELVES HERE IN GENEVA AND FOR ALL OUR COLLEAGUES THROUGHOUT THE WORLD.

5. THE FLASH NO. 1 COMPRISING A LETTER TO UNOG/DG WINSPEARE FROM THE STAFF ASSOCIATION IS AS FOLLOWS:

W O R K S T O P P A G E N O 1

THE FOLLOWING LETTER WAS ADDRESSED TO THE DIRECTOR-GENERAL AT 10:30 THIS MORNING:

DEAR MR. WINSPEARE,

I WISH TO NOTIFY YOU THAT THE STAFF COMMITTEE AND COUNCIL HAVE UNCLASSIFIED

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CALLED A WORK STOPPAGE FOR FRIDAY MORNING, 29 NOVEMBER 1974. SIMILAR ACTION, COORDINATED BY THE GENEVA MEMBERS OF FICSA, IS BEING TAKEN AT THE OTHER GENEVA-BASED ORGANIZATIONS OF THE UN SYSTEM.

THE PURPOSE OF THIS ACTION IS ABOVE ALL TO CONVEY TO THE ORGANS OF THE UN GENERAL ASSEMBLY PRESENTLY EXAMINING PENSION QUESTIONS, THE URGENCY WHICH OUR STAFF ATTRIBUTES TO THE ADOPTION OF THE RECOMMENDATIONS OF THE UN JOINT STAFF PENSION BOARD ON PENSION MATTERS. IT SHOULD ALSO BE UNDERSTOOD AS A WARNING THAT THE STAFF EXPECTS ACCEPTABLE SOLUTIONS IN OTHER AREAS WHICH HAVE GIVEN RISE TO FICSA DEMANDS.

WE APPRECIATE THE GREAT AMOUNT OF PERSONAL ATTENTION AND EFFORT WHICH YOU, SIR, HAVE GIVEN TO THE PROBLEM AND PLIGHT OF OUR RETIRED STAFF. WE TRUST THAT ON THIS OCCASION YOU WILL WISH TO RENEW YOUR EXPRESSION OF FULL SUPPORT OF OUR JUST CLAIMS.

I AM AT YOUR DISPOSAL TO DISCUSS, WITH YOURSELF OR YOUR APPOINTED SPOKESMAN, THOSE TECHNICAL PROBLEMS WHICH MAY ARISE FROM THE WORK STOPPAGE.

YOURS FAITHFULLY,

P.K. BAILEY,
CHAIRMAN, STAFF COMMITTEE.

6. FLASH NO. 4 GIVES ADMINISTRATIVE DETAILS AND IT WOULD APPEAR THAT MORE OF THE ADMIN ARRANGEMENTS FOR CONTINUED SERVICES AT EH PALAIS WERE BEING DESCRIBED BY FICSA THAN THE UNOG/DG. FLASH NO. 4 IS AS FOLLOWS:

AS ANNOUNCED IN EARLIER FLASHES, THE STAFF COMMITTEE AND COUNCIL HAVE CALLED FOR A WORK STOPPAGE FRIDAY MORNING 29 NOVEMBER IN PROTEST AGAINST THE FAILURE OF THE UN GENERAL ASSEMBLY TO PROTECT ALL

STAFF, BOTH ACTIVE AND RETIRED, FROM THE EFFECTS OF INFLATION AND MONETARY FLUCTUATIONS.

ON FRIDAY MORNING YOU ARE INVITED TO REPORT FOR WORK AS USUAL BUT TO DO NONE. INSTEAD, GO TO THE ASSEMBLY HALL WHERE THE STAFF MUST ENDORSE OR REJECT THIS CALL FOR ACTION.
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MEETING OF EXTRAORDINARY ASSEMBLY BEGINS 9:30 A.M.

THE FOLLOWING ESSENTIAL SERVICES WILL BE STAFFED FULLY OR WITH SKELETON CREWS TO COVER EMERGENCY SITUATIONS:

1. MEDICAL SERVICE
2. EMERGENCY CABLE AND TELEPHONE SERVICE
3. SECURITY MEASURES AS REQUIRED
4. ELECTRICITY IN A VERY SMALL NUMBER OF RESTRICTED AREAS
5. MINIMAL HEATING.
6. ONLY DOORS 2, 6 - 23 -41 WILL BE OPEN.

WE NEED YOUR SUPPORT

7. THE UNOG/DG HAS LIMITED HIS OFFICIAL ANNOUNCEMENT TO

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FM USMISSION GENEVA

TO USMISSION USUN NEW YORK PRIORITY

INFO SECSTATE WASHDC 9436

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A ONE SENTENCE INFORMATION CIRCULAR NO. 1966 WHICH READS
AS FOLLOWS:

SUBJECT: WORK STOPPAGE CALLED FOR BY THE STAFF COMMITTEE AND

COUNCIL

I HAVE BEEN ADVISED BY THE CHAIRMAN OF THE STAFF COMMITTEE THAT A WORK STOPPAGE BY THE STAFF HAS BEEN CALLED FOR THE MORNING OF FRIDAY, 29 NOVEMBER 1974.

IN THESE CIRCUMSTANCES, THE ADMINISTRATION IS NOT IN A POSITION TO ENSURE THE SERVICING OF THE NORMAL ACTIVITIES AND OF THE MEETINGS SCHEDULED FOR THAT MORNING IN THE PALAIS DES NATIONS.

V. WINSPEARE GUICCIARDI
DIRECTOR-GENERAL

8. THE VIEWPOINT OF THE RIVAL UNION SYNDICATE IS CONTAINED IN TWO BROADSIDES NUMBERS 27 AND 28 AS FOLLOWS:

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K WILL THERE BE A STRIKE ON 29 NOVEMBER?
I
R WHY, AGAINST WHOM AND IN WHOSE INTEREST?
T -----
S

THE STAFF UNION IS IN FAVOUR OF A STRIKE BECAUSE OUR RETIRED COLLEAGUES ARE IN A DISASTROUS SITUATION AND OUR CONDITIONS OF EMPLOYMENT CONTINUE TO DETERIORATE.

IT IS CLEAR THAT CERTAIN ADMINISTRATIVE CIRCLES ARE TRYING TO DISTRACT THE STAFF'S ATTENTION FROM THOSE TRULY RESPONSIBLE FOR OUR DIFFICULTIES, OUR PROBLEMS IN THE FIELD OF PENSIONS, SALARIES AND FAMILY ALLOWANCES, THE ABUSIVE UTILIZATION OF TEMPORARY AND FIXED TERM CONTRACTS, OUR CONDITIONS OF WORK IN GENERAL, ARBITRARY ADMINISTRATIVE METHODS ETC.,
SO AS TO DIRECT IT UNIQUELY AGAINST MEMBER STATES.

NOW IS THE MOMENT TO ACT TOGETHER.
ZZZZZZZZZZZZZZZZZZ

N-28 27-11-1974

T H E S T R I K E :

D E C L A R A T I O N

THE RIGHT TO STRIKE IS A FUNDAMENTAL RIGHT OF EVERY WORKER, EMPLOYEE AND CIVIL SERVANT- NATIONAL OR INTERNATIONAL; IT IS USED WHEN ALL OTHER MEANS DEFENDING THE WORKERS' INTERESTS FAIL. COMING OUT ON STRIKE IS AN EXTREME ACTION, AND IT IS UP TO THE MEMBERS OF THE STAFF OR OF A TRADE-UNION ORGANIZATION TO TAKE SUCH A DECISION.

BUT TO DO SO, THEY MUST KNOW WHY THEY ARE STRIKING, AGAINST WHOM, AND IN WHOSE INTEREST.

UPON READING THE "TRIBUNE DE GENEVE" ON 23 NOVEMBER, MANY UN OFFICIALS WERE ASTONISHED TO LEARN THROUGH THE PRESS THAT THEY WERE SUPPOSED TO OBSERVE A WORK STOPPAGE ON 29 NOVEMBER TO PROTEST AGAINST THE DRAMATIC SITUATION OF OUR RETIRED COLLEAGUES. THEY THEN LEARNT - THIS TIME THROUGH "LA SUISSE" - THAT THE INTERNATIONAL STAFF OF GENEVA WOULD PARTICIPATE IN A PROTEST ACTION TO DIRECT

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THE ATTENTION OF MEMBER STATES TO THEIR RESPONSIBILITIES WITH REGARD TO RETIRED STAFF.

& &

THE STAFF UNION, DURING A MASS DEMONSTRATION ON 24 OCTOBER, EVOKED, FOR THE FIRST TIME, THE POSSIBILITY OF A STRIKE TO DEFEND PENSIONERS -

THOSE ALREADY RETIRED AND THOSE TO RETIRE IN THE FUTURE - AND MORE THAN 1,700 OFFICIALS SUPPORTED THIS PROPOSAL. HOWEVER, THE STAFF UNION'S POSITION WAS ABSOLUTELY CLEAR: THOSE MAINLY RESPONSIBLE FOR THE MISFORTUNE OF PENSIONERS WERE THE ADMINISTRATIONS OF THE INTERNATIONAL ORGANIZATIONS AND THEIR CO-ORDINATING COMMITTEES, THE CCAQ, THE ACC AND OTHERS, WHO FOR MANY YEARS HAVE FAILED TO FULFIL THEIR DUTY VIS-A-VIS THE PENSIONERS. THE DEGREE OF THEIR RESPONSIBILITY WITH REGARD TO THE MISERY OF OUR FORMER COLLEAGUES IS ESPECIALLY GREAT WHEN IT IS TAKEN INTO CONSIDERATION THAT THEY ADMINISTER A PENSION FUND OF THE ORDER OF APPROXIMATELY A BILLION DOLLARS. THE CROCODILE TEARS OF CERTAIN PEOPLE CAN DECEIVE ANYONE.

THE REASON FOR THE DIFFICULTIES NOW EMERGING IN NEW YORK IN RESPECT OF THE ADOPTION OF THE PENSION BOARD'S RECOMMENDATIONS IS THAT THE PENSION BOARD AND THE ADMINISTRATIONS SUBMITTED A DISCRIMINATORY AND ILLOGICAL PLAN WHICH RISKS BEING TURNED DOWN BY MEMBER STATES. IN THE MONTH OF JULY, THE STAFF UNION WARNED ALL INTERESTED PARTIES ABOUT THE DANGERS OF SUCH A "METHOD". TO RENDER THIS MATTER EVEN MORE PROBLEMATIC, THE ADMINISTRATIONS AND THE PENSION BOARD REQUESTED MEMBER STATES TO CONTRIBUTE A FURTHER AMOUNT OF MILLIONS OF DOLLARS THOUGH THERE ARE ALREADY 1 BILLION DOLLARS IN THE FUND*

WHO, THEN, IS RESPONSIBLE FOR THIS DILEMMA IF NOT THE ADMINISTRATIONS?

& &

THE DEMONSTRATION OF 24 OCTOBER WAS FOLLOWED BY THAT OF 30 OCTOBER, IN THE COURSE OF WHICH THE IMMENSE MAJORITY OF STAFF PRESENT FROM ALL THE INTERNATIONAL ORGANIZATIONS IN GENEVA ADOPTED SEVERAL RESOLUTIONS OF THE FOLLOWING ISSUES:

- "P" SALARIES AND DEPENDENCY ALLOWANCES;

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- "G" SALARIES AND DEPENDENCY ALLOWANCES, AND THE BREACH OF THE AGREEMENTS BY THE ADMINISTRATIONS;
- MANIPULATION OF THE PAST ADJUSTMENT FOR "P" SALARIES BY ADMINISTRATIONS

IT IS USEFUL TO RECALL, IN THIS CONNECTION, THAT THE ADMINISTRATIONS, THROUGH THE INTERMEDIARY OF CCAQ, OFFICIALLY OPPOSED THE ADEQUATE REVALORIZATIONS OF "P" DEPENDENCY ALLOWANCES, SO AS TO AVOID INCITING "G" STAFF TO MAKE NEW CLAIMS*

AS A WARNING, AND UPON THE PROPOSAL OF THE STAFF UNION, IT WAS DECIDED, BY VOTE, THAT THERE SHOULD BE A WORK STOPPAGE ON THESE QUESTIONS IN THE NEAR FUTURE.

OUR CLAIMS

WE HAVE JUST INDICATED SEVERAL REASONS, EACH OF WHICH JUSTIFIES AN EXTREME ACTION ON THE PART OF THE STAFF. THESE REASONS ARE ALSO OUR CLAIMS:

1. WE DEMAND THE IMMEDIATE REPARATION OF THE SERIOUS PREJUDICE CAUSED TO PENSIONERS, THAT THE ADMINISTRATIONS STOP DELAYING IMMEDIATE

AND PERMANENT SOLUTIONS IN FAVOUR OF PRESENT AND FUTURE PENSIONERS, AND THAT A JUST AND GLOBAL SELECTIVE ADJUSTMENT SYSTEM BE INTRODUCED AS FROM 1 JANUARY 1975.

2. WE DEMAND THAT, AS FROM 1 JANUARY 1975, THERE BE A 15 PER CENT INCREASE IN BASIC "P" SALARIES, THE REVALORIZATION OF "P" DEPENDENCY ALLOWANCES TO THE LEVEL OF THEIR PURCHASING POWER IN 1957, WHEN THEY FIXED, AND THE ADEQUATE ADJUSTMENT OF EDUCATION GRANTS.

3. WE DEMAND THAT THE ADMINISTRATIONS APPLY IMMEDIATELY THE 1969 AGREEMENTS IN FAVOUR OF "G" STAFF, UNDERTAKING A SALARY SURVEY, AND MAKE A REVALORIZATION OF THEIR DEPENDENCY ALLOWANCES.

4. WE DEMAND THAT THE PREJUDICE CAUSED TO "P" STAFF BY THE ARBITRARY FREEZING OF THE POST ADJUSTMENT BE REPAIRED BY THE GENEVA ADMINISTRATIONS WITHOUT DELAY.

5. WE DEMAND ALSO THAT THE ABUSIVE UTILIZATION OF TEMPORARY AND FIXED-TERM CONTRACTS
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CEASE, AND THAT A JOINT COMMITTEE (STAFF AND ADMINISTRATION) BE ESTABLISHED TO TRANSFORM, AS FROM 1 JANUARY 1975, THE MAXIMUM OF SHORT-TERM CONTRACTS INTO CONTRACTS ASSURING MAXIMUM SECURITY OF EMPLOYMENT.

6. WE DEMAND THAT ALL ARBITRARY ADMINISTRATIVE PRACTICES CEASE, AND THAT THE STAFF BE

PROTECTED AGAINST UNJUST DECISIONS.

CO N C L U S I O N

IN ORDER THAT ALL THESE CLAIMS BE SUCCESSFUL, WE MUST OBLIGE THAT
ADMINISTRATION OF THE UN AND OTHER ORGANIZATIONS TO FULFIL THEIR DUTY
VIS-A-VIS THE STAFF. IT IS IN THIS LIGHT, AND NOT ON THE BASIS OF
FALSE PRETEXTS ANNOUNCED IN THE PRESS AND IN CERTAIN INTERNAL CIRCU-
LARS, THAT WE APPEAL TO THE STAFF IN ITS ENTIRETY, AND IN

PARTICULAR OUR MEMBERS, TO PARTICIPATE IN THE STRIKE ON FRIDAY.

YOU SHOULD ALL COME TO THE PALAIS DES NATIONS AT THE NORMAL
TIME, AND WE SHALL THEN DECIDE TOGETHER ON THE FORM, THE CONDI-
TIONS AND THE DURATION OF OUR ACTION IN FAVOUR OF THE WHOE STAFF
AND OUR RETIRED COLLEAGUES.

& STAFF MEMBERS OF UN, ECE, HCR, UNCTAD, UNDP, UNICEF, UNV, ETC.

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